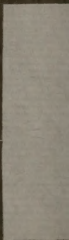






Ontario
Teachers'
Alliance



Ontario Teachers' Alliance

(Organized 1907)

Executive for 1908-09

President - L. E. EMBREE, M.A., LL.D.

Sen. Prin. Collegiate Institutes, Toronto

1st Vice-President - D. YOUNG

Principal Public Schools, Guelph

2nd Vice-President - WM. SCOTT, B.A.

Principal Toronto Normal School

Secretary - E. T. YOUNG

Queen Victoria School

86 Dunn Ave., Toronto

Treasurer - C. E. KELLY

Principal Stinson St. School, Hamilton

J. C. GLASHAN, LL.D., P.S. Inspector,

Ottawa

F. W. SHEPPARD, P.S. Inspector, Berlin

E. S. HOGARTH, B.A., Hamilton Col-

legiate Institute

A. E. COOMBES, M.A., Principal, High

School, Newmarket

H. WARD, B.A., - President O. E. A.

Principal, Public School, Toronto

G. A. COLE, Principal Public School,

Orillia

J. T. CURTIS, Principal Public School,

Milverton

W. J. THOMSON, Principal Public School,

Deer Park

MISS ADDA BURGER, Alexander Muir

School, Toronto

Ontario Teachers' Alliance

Organized April, 1907

What is it?

The Ontario Teachers' Alliance is an association of educators organized in 1907 after years of agitation for a teachers' union. Since that time, it has been quietly but surely extending its operations, and laying the foundation for future usefulness to the teaching profession.

What does it stand for?

A perusal of the constitution of the Alliance attached herewith will convince you that it stands for an important work. It aims to make the teachers of the Province an organized, self-respecting body, strong enough to resist successfully unjust attacks made upon its members, to elevate the public and the profession to higher educational ideals, and to make its influence felt by educational authorities. It also stands for an equitable superannuation scheme supported by the Government, a detailed and comprehensive register of all engaged in the work of education in Ontario, the legal, professional, and moral support of its members, and a sympathetic co-operation of teachers and boards.

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Who belong to the Alliance ?

The Alliance has among its members leading representatives from all the departments of our work: such High School principals as A. H. McDougall, Ottawa, W. E. Ellis, Kingston, David Forsyth, Berlin, and the principals of the Toronto Collegiates; such inspectors as Dr. Tilley, Bowmanville, J. L. Hughes and W. F. Chapman, Toronto, Wm. Tytler, Guelph, F. W. Sheppard, Berlin, and Rev. A. H. G. Colles, Chatham, and prominent teachers of Public and Separate Schools from all parts of the Province.

These educators have an intimate knowledge of the needs of the profession and a firm belief in the desirability of uniting in a defensive alliance the present unorganized body of teachers. They have no prospect of reaping advantages for themselves in supporting the Alliance. Most of them have already attained high positions in the profession, and are giving their interest and services for those who may be less fortunate.

Are many joining the Alliance?

In 1907-08, under the present management, there were 362 members; during the present year to date, the membership has grown to 622. The increase for the year over last year is 72 per cent—a very gratifying development. Furthermore a number have become life members by paying a fee of ten dollars.

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A consideration of these facts will convince you that we are asking you to join a growing institution that will ultimately become a dominating force in educational affairs in Ontario. Should you not join us at once? You will then be among the pioneers in this movement.

But what Benefits will I receive from joining the Alliance?

We would much rather not emphasize the personal side of our work, but since the question has been asked, we will try to answer it. First, there will come a sense of security—vague perhaps in the beginning, but the promise of better things. Our best wish for you, professionally, is that you may never be called upon to test the measure of security which the Alliance may be able to afford.

In this connection, note an incident from the first year's experience of the Alliance. During the fall term of 1907, a lady teacher in one of the best counties of Western Ontario, got the offer of a better school. She gave the trustees the necessary legal notice. To her surprise, they refused to make any allowance for the midsummer vacation. As she was a member of the Alliance, she at once laid her case before the President, who promptly wrote her stating the law in that particular, promising the support of the Alliance in the prosecution of her just claims, and authorizing her to show his letter to the trus-

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tees. This action resulted in an amicable settlement according to law. Who can say what that teacher's experience might have been if she had been obliged to face the injustice unaided? Other difficulties arising through misunderstanding have been quietly settled.

The influence of organized teachers is well illustrated by the experience of two sister bodies,—the Federation of Teachers in New Zealand, and the National Union of Teachers in England. In New Zealand recently, a Board of Trustees decided to economize by dismissing the male principal and employing a woman at a lower salary. The Federation learned of the matter, and made such representations to the Education Department that the Minister of Education informed the board that, while he did not wish to interfere with their appointment of teachers, he insisted that if they employed a woman to discharge the duties of the former principal, they would have to pay the same salary to her or the Government grant would be withheld. How could this be accomplished without organization?

For the English incident, we quote verbatim from the report of the United States Commissioner of Education for 1907. "The contest . . . took place . . . in the West Ham borough over the salaries of teachers. The county council determined upon a salary schedule which reduced the rates under which a large proportion of the teachers

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had been engaged for a definite period. The teachers resisted the injustice, the National Union of Teachers took up their cause and after a prolonged and bitter struggle lasting from Easter to Michaelmas, a compromise was effected by which the rights of the teachers was substantially maintained." What would happen in any of our unorganized counties under similar conditions? The teachers would suffer, probably, without resistance, and if resistance were made, it would likely fail because of lack of organization and funds. Moral.—Organize! ORGANIZE!! ORGANIZE!!! Begin by becoming a member then obtain others and form a branch of the Alliance.

This English incident gives a faint idea of the influence of the National Union of Teachers. Many of its members—teachers, principals and inspectors—are members of the school boards which they serve, and three of them are members of parliament.

In the second place, the Alliance will agitate for a government scheme of superannuation until this has been granted. At present the Department of Education has an actuary considering a scheme submitted by the Ontario Educational Association, but should this not be acceptable either to the government or to the Alliance, the work will be carried on until success rewards our efforts. The scheme is in charge of a committee of which our second vice-president, Principal Wm. Scott, is sec-

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retary, and L. E. Embree president of the Alliance, and W. E. Ellis also of our executive, are members.

Thirdly, the preparation of a register of educators for Ontario, is now in the hands of a committee of the Alliance. This register will be for the use of every one of its members. It will be a potent force in the uplift of the profession. Reliable and explicit information of the salaries paid by trustees advertising for teachers, and much other useful information about the existing conditions in the schools, etc., will be available. This information will serve as a guide in applying for appointments. By means of the register, teachers will have the material at hand upon which they may approach their boards for better terms.

The work of preparing and publishing a register will involve much time and expense, but it is the hope of the executive to have it ready for distribution before the end of the calendar year.

Is not the Alliance a Labor Union under another name?

By no means. While we wish to attain some of the objects the unions are seeking—unity, influence, betterment—we decline to adopt many of the methods employed by them. We believe in agitation, education and co-operation, but we will not resort to strikes, boycott, or injury to others. The Alliance will hold its members

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strictly to the keeping of their agreements and to the proper performance of their duties.

Are you still hesitating?

You cannot doubt the stability of the movement, the unselfishness of the leaders, the beneficial aims it seeks to attain, or the ability of the executive. Why then hesitate? **We need you now.** Our power will be in almost direct ratio to our numbers and revenues. Should we be asked whom we represent, we shall have much greater weight if we can say that we represent 5,000 teachers of Ontario than if we can claim only 500. By and by, we shall not feel the need of the individual teacher, but now our need is pressing. For this reason help us when your help counts most. May we count on your support to-day? Numbers will give us immediate power.

Our Branches

The O. T. A. has vigorous branches in Toronto, Hamilton, Guelph, Brantford, South York, Waterloo, North Ontario, East Simcoe, East and West Kent, Wellington, and Wentworth. Organize your inspectorate at the first opportune moment. Obtain a half hour's adjournment of one of the sessions of your convention, canvass for members filling in application form and collecting fees, appoint your officers when ten members or more have been obtained, and the work of organization is done. Become a leader in this work. If you will com-

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municate with the general secretary, an effort will be made to have a member of the Alliance outside your association take the work of organization in hand, but if this cannot be arranged, undertake it yourself.

How to become a member of the Alliance.

The admission fee is one dollar. If paid between Easter and the end of June it will carry your membership until June 30 of the following year. Fill out a membership form and forward it with your fee to the general secretary at Toronto, or to the secretary of your local branch should there be one in your neighborhood.

The better way is to influence nine others to join with you, and form a branch with the usual officers (see constitution, Sec. 16-21). You will then be in a position to prosecute a vigorous campaign among your fellow-teachers. If you have not time to form a branch, forward the fees you collect and the application forms to Toronto, and at any subsequent time when you complete a branch, a refund of 25 cents for each member already enrolled will be remitted by the secretary.

Our most successful organizers have blazed the way to success somewhat after the following fashion:

1. Patiently, persistently, sow information, especially among leading teachers.

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2. Discover in a quiet way, which of our aims appeal most strongly to the teachers, then urge these upon their attention.

3. Follow up every talk with a definite proposition. If an address is given to the convention, immediately canvass and organize.

4. Canvass personally and show that you really believe in our Alliance and its power for good.

Constitution

Adopted, Monday, April 20th, 1908

NAME

1. The name of the organization shall be the Ontario Teachers' Alliance.

AIMS

2. The objects and aims of the Alliance shall be:—

(a) To unite all who are actively engaged in the public educational work of the Province of Ontario in an Association for mutual improvement and protection;

(b) To give effective expression to the collective opinions of the teachers of the Province on educational questions;

(c) To further the co-operation of trustees and teachers in all educational interests, and to be a medium through which those who administer our educational affairs, both local and provincial, may secure information and advice based upon the experience of the associated teachers;

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(d) To secure greater influence in determining the qualifications for admission to the teaching profession, to inspire teachers with proper aims and ideals in their work, and to form a public opinion in support of educational progress;

(e) To secure the proper recognition of the teaching profession in all appointments to the higher positions in the educational service of the Province;

(f) To secure the compilation of a register, which shall contain the fullest possible information regarding those who are actively engaged in the public educational work of the Province together with such other information as may be useful;

(g) To secure the adoption of an equitable superannuation scheme for all who are actively engaged in the public educational work of the Province;

(h) To afford advice in professional matters to individual members of the Alliance, and to give advice and assistance to them in legal cases of a professional nature;

(i) To extend protection to any of the members who may be wrongfully treated in any matter relating to their professional work; also, to exact from them the proper fulfilment of their professional engagements;

(j) To discipline any of its members found guilty of unprofessional conduct.

MEMBERSHIP

3. All persons holding regular certi-

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fiates of qualification as teachers under the regulations of the Education Department of Ontario who are actively engaged in teaching, supervising, inspecting or superintending, and pupils in attendance at Training Schools and Model Schools, are eligible for membership in the Alliance; also any others who may be declared eligible by a two-thirds vote of the Executive.

4. An admission fee of one dollar shall be paid by every applicant for membership at the time of application, and in each subsequent year a membership fee of fifty cents payable strictly in advance shall be paid by each member. Any qualified member may become a life member of the Alliance by the payment of ten dollars.

5. All applications for membership shall be subject to the approval of the Executive.

6. The Alliance year shall end with the 30th day of June in each year.

7. All persons who become members at the time of the annual meeting or between that time and the end of the Alliance year, shall be members for the ensuing Alliance year upon payment of the admission fee only.

OFFICERS

8. The Officers of the Alliance shall be a President, a First Vice-President, a Second Vice-President, a Secretary, and a Treasurer.

9. The duties of the Officers shall be such as usually pertain to their respective offices, and shall be subject to

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further definition by the executive from time to time.

10. The Secretary shall receive all applications and membership fees, issue certificates, and make returns to the Treasurer monthly.

EXECUTIVE

11. The Executive shall consist of the Officers and ten other members of the Alliance.

12. The Officers and the other members of the Executive shall be nominated and elected by ballot at the annual meeting of the Alliance, but shall not enter upon their duties until the first day of July next ensuing. The term of office shall be one year, but any officer or other member of the Executive may be re-elected.

13. The Executive shall forthwith fill any vacancy that may occur in its membership during the Alliance year.

14. At the annual meeting of the Alliance, two auditors shall be elected for the ensuing year.

ANNUAL MEETING

15. The annual meeting of the Alliance shall be held during the Easter Holidays at an hour and date to be decided by the Executive in each year.

BRANCHES

16. Any ten or more members of the Alliance may organize a branch of the Alliance subject to the approval of the Executive.

17. The Officers of a Branch shall be a President, a Vice-President and a Secretary-Treasurer.

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18. The work of the Branches shall be to further the objects and aims of the Alliance.

19. The Secretary of each Branch shall make an annual report to the General Secretary on forms to be furnished by the Executive.

20. All members of a Branch must be members of the Alliance.

21. Each Branch may retain twenty-five cents from each admission fee to the Alliance, and thereafter charge each member such local membership fee as may be considered necessary.

WITHDRAWALS

22. A member who for any cause withdraws from the active work of the profession may retain his membership for the ensuing Alliance year on the payment of the annual membership fee.

AMENDMENTS

23. Notices of Amendments to the Constitution must be sent to the Secretary at least two months before the annual meeting in each year. These shall be inserted in the notices of the annual meeting and shall require a two-thirds vote for adoption.

24. Amendments to the Constitution may be made without notice at the annual meeting of the Alliance by the unanimous consent of the members present.

Ontario Teachers' Alliance

APPLICATION FOR MEMBERSHIP

Sec. O.T.A.
86 Dunn Ave.,
Toronto.

The undersigned hereby makes application for....admission to.....
(Ordinary, Life)
membership in the Ontario Teachers' Alliance subject to Section 5 of the
Constitution—"All applications for membership shall be subject to the approval of
the executive."

M.....

Name in full and degrees

Date.....P.O. and St. Address.....

Inspectorate.....

Department of Work.....

Public School, High School, Training, etc.

Fee — \$..... (Do not send stamps.)

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Queen Victoria School
86 Dunn Ave., Toronto
- Treasurer - C. E. KELLY
Principal Stinson St. School, Hamilton
- W. S. ELLIS, B.A., B.Sc., Principal, Collegiate Institute, Kingston
- W. E. TILLEY, M.A., Ph.D., P.S. Inspector,
Bowmanville
- J. DEARNESS, M.A., Vice Principal, London Normal School
- E. S. HOGARTH, B.A., Hamilton Collegiate Institute
- H. WARD, B.A., President, O.E.A., Principal Public School, Toronto
- T. McJANET, Principal Public School,
Ottawa
- J. T. CURTIS, Principal Public School,
Seaforth
- G. A. COLE, Public School, Orillia
- MISS ADDA BURGER, Alex. Muir School,
Toronto
- W. E. FOSTER, Principal Public School,
Brantford
- Counsel - W. D. McPHERSON, K.C., M.P.P.
Toronto

The Alliance has made provision to supply to members in good standing—

(a) Free legal advice by an eminent lawyer in cases approved by the executive.

(b) A free copy of our Teachers' Register for Ontario showing name, address, certificate and salary of teacher, kind of school, the average attendance, value of property and equipment, etc.

To our Members

THIS booklet is an appeal to those who have not joined the Alliance. Our appeal to YOU is.—“Shoulder to Shoulder.” Our loyalty to the profession and to a worthy cause is on trial. The measure of our professional spirit is not so much whether, under the impulse of an enthusiasm or the inspiration of a momentary hope, we contributed our membership fee to the common cause, but whether, when the enthusiasm has cooled, the hope almost faded, we pin our faith to the cause and its leaders, and still continue to give support in spite of the scepticism of a few, and the indifference of the many. Let us not proclaim that our hope and enthusiasm are dead by neglecting to renew our membership. If we have been negligent in this matter, let us renew to-day.
